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ABSTRACT

Statistics and statements are presented about the comparative status of men and women in terms of income, job force participation, and other topics. The statistics cover the period 1971-75 and are taken from sources including U. S. Department of Labor and Commerce reports, issues of Monthly Labor Review, Educational Testing Service, The New York Times, American Civil Liberties Union, and The Citizens Advisory Council on the Status of Women. Information is given on comparative income for similar work; median incomes of full-time women workers by occupation; differential accident and sickness insurance plan costs for men and women; percent of men and women employees in high positions in broadcasting, films, and publishing; and numbers of male and female Ph.D. holders in various fields. The format of the document is such that information is presented in short one or two-sentence paragraphs, tables, and charts. An introductory page gives examples of statements reflecting individual, cultural, and institutional sexism. The remainder of the document is divided into sections about male-female differences reflecting sexism in economics, education, sports, government, media, and housing. (AV)

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FACT SHEETS on INSTITUTIONAL SEXISM

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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Male Control and Female Oppression

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We welcome additional documented information from our readers.

SP 011 062

March, 1976

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4/3/78

DEFINITION OF SEXISM

SEXISM IS: Any attitude, action or institutional structure which subordinates a person or group because of their sex.

—OR—

Any assignment of roles in society on the basis of sex.

—OR—

Exploitation of females, individually or as a group, by males.

SEXISM CAN BE: Individual, cultural or institutional

—AND—

Intentional or unintentional.

EXAMPLES OF SEXISM

INDIVIDUAL SEXISM:
"After you, M'am."
"That's a woman driver for you."
"Billy, please carry the movie projector. Sally, you wash the backboard."

CULTURAL SEXISM:
"Our textbook is, MEN WHO MADE AMERICA GREAT."
"Do you want the baby blanket in pink or blue?"
"The erector set is for John and the Barbie doll for Jill."

INSTITUTIONAL SEXISM:
"We're not sexist, we just hire and promote the most experienced people."
Presidents of industry, boards of directors, universities, medical associations and of the U.S.A. have been, and still are 99-9/10ths male (and white).
Women earn 57% of what men earn for similar work.

RANDOM THOUGHTS ON SEXISM AND RACISM

WHITE WOMEN ARE: Opressed (by males) but they are also oppressors (of Third World women and men).

POOR WHITE WOMEN ARE: Doubly oppressed (because of their sex and because of their class).

THIRD WORLD WOMEN ARE: Doubly oppressed (by racism and by sexism).

POOR THIRD WORLD WOMEN ARE: Triply oppressed (by race, sex and class) and . . . A *very* large proportion of Third World women are poor . . .

SEXISM—LIKE RACISM—IS PROFITABLE

Racism maintains a ready pool of cheap, underpaid labor which is profitable in our economic system. This pool of cheap labor is utilized as potential competition to white labor, and keeps white wages lower than the would otherwise be.

Sexism may be basic to the survival of our present economic system because it provides both cheap and unpaid labor. Women do the same work as men do for about 43% less money. And millions of women also do unpaid household work which would be worth about $9,000 per woman per year if it were paid for. This free labor maintains the present labor force, creates the next generation's labor force and cares for the old, worn out labor force—all without cost to the employers.

ECONOMY

EMPLOYMENT

36 million women are in the U.S. civilian labor force. They represent 39.5% of all the labor force.

ABOUT WOMEN WHO WORK 1975

Almost 3/5 are married, living with their husbands, and helping to support their families. More than 1/5 are single. Nearly 1/5 are widowed, divorced or separated.

13.6 million working women had children under 18 years.
5.1 million working women had children under 6 years.

Half of the married women whose husbands earn between $7,000 and $9,999 are working.

Minority women represent 45.2% of the minority work force. About one out of eight women in the labor force is of a minority race (higher than their percentage in the general population).

Nationally, women earn 57% of what men earn.

U.S. Dept. of Labor

WHAT WOMEN EARN 1974

Median Earnings of Year-round Full-time Workers

Women	Men	Women's Earnings As Percent of Men's
$6,772	$11,835	57.2%

Of the 34.6 million women in the work force, 2/3 perform low-paid clerical service or factory jobs.

U.S. Dept. of Labor

1973

	Female	Male
Median Wage for Managers and Administrators	$7,024	$13,336
Median Wage for Clericals	6.054	9,716
Median Wage for Salespeople	4,445	11,610
Earning more than $15,000	1.1%	13.5%
Earning less than $7,000	74%	30%

Corporate Information Center "Brief"

1972

Median Incomes of Full-Time Women Workers By Occupation

Major Occupation Group	Median Income	Percent of Men's Income
Professional and technical workers	$8,796	68%
Nonfarm managers and administrators	7,306	53%
Clerical workers	6,039	63%
Sales workers	4,575	40%
Operatives, including transportation	5,021	58%
Service workers (except private household)	4,605	59%
Private household	2,365	*
Nonfarm laborers	4,755	63%

*Percent not shown where median income of men is based on fewer than 75,000 individuals.

U.S. Dept. of Labor, Women's Bureau

1973

Comparative Income for Similar Work

Occupation	Median Wage Women	Median Wage Men	Women's Income As Percent of Men's
Managers, Administrators	$7,998	$14,737	54.3%
Sales workers	4,674	12,031	38.8
Clerical workers	6,453	10,619	60.8
Nonfarm laborers	5,286	8,037	65.8

U.S. Labor Bureau

EFFECT OF RACISM ON INCOME

1973

Median Earnings of Year-round Full-time Workers

All Women	Minority Women	Men
$6,335	$5,772	$11,186

U.S. Dept. of Labor

1972

Comparative Median Income

	Women	Men
Spanish speaking	$2,647	$5,786
Black	5,147	7,301
White	5,998	10,593

U.S. Dept. of Commerce

EFFECT OF RACISM ON OCCUPATION

1974

Black women represent about 12% of *all* women in the U.S.A.

Profession	% BLACK Women Among ALL WOMEN in Profession
Building Cleaners	33.4%
Cleaners and Servants	61.4
Clothing Pressers	40.6
Farm Laborers	17.4
File Clerks	21.0
Laundry and Dry Cleaning Operators	31.8
Managers and Administrators	4.2
Non-Farm Laborers	24.0
Postal Clerks	21.8
Practical Nurses	23.8
Private Household Workers	38.6
Teachers' Aides	22.8
Textile Operators	21.7
White Collar Workers	7.1

Note: These statistics are for "Black and other races," but do *not* include Hispanic Americans. They represent about 90% Black women.

U.S. Dept. of Labor

EFFECT OF RACISM ON OCCUPATION 1960-1970

[Percent distribution]

Occupational group	All workers		Puerto Ricans [1]		Blacks [2]	
	1960	1970	1960	1970	1960	1970
BOTH SEXES						
Total	100.0	100.0	100.0	100.0	100.0	100.0
White-collar workers	51.7	57.9	18.7	33.4	29.2	43.1
Professional and technical	12.0	15.7	2.4	4.8	6.8	9.9
Managers, officials, and proprietors	9.4	7.8	2.8	3.6	3.4	3.1
Clerical workers	22.8	27.1	10.6	20.2	16.2	26.7
Salesworkers	7.5	7.3	2.9	4.8	2.8	3.4
Blue-collar workers	35.2	28.5	65.1	48.1	40.8	32.9
Craftsworkers and supervisors	11.1	10.2	8.0	11.1	7.0	9.0
All others [3]	24.1	18.3	57.1	36.4	33.8	23.9
Service workers	13.0	13.6	16.1	18.5	29.9	24.0
Private household	2.1	1.3	3	3	9.8	4.5
Other service workers	10.9	12.3	15.8	18.2	20.1	19.5
MEN						
Total	100.0	100.0	100.0	100.0	100.0	100.0
White-collar workers	45.9	49.2	18.2	27.2	27.0	33.3
Professional and technical	11.8	15.4	2.2	4.0	5.2	7.9
Managers, officials, and proprietors	12.4	10.6	3.7	4.5	5.0	4.3
Clerical workers	13.4	14.8	9.2	13.7	14.1	17.2
Salesworkers	8.3	8.4	3.1	5.0	2.7	3.9
Blue-collar workers	42.4	37.7	71.3	51.6	50.9	47.5
Craftsworkers and supervisors	16.6	16.2	11.2	15.5	11.6	15.3
All others [3]	25.8	21.5	58.1	36.1	39.3	32.2
Service workers	11.7	13.1	20.6	21.2	22.0	19.2
Private household	.2	.1	.1	.1	.9	.3
Other service workers	11.5	13.0	20.5	21.1	21.1	18.9
WOMEN						
Total	100.0	100.0	100.0	100.0	100.0	100.0
White-collar workers	62.2	70.9	19.9	46.5	32.0	54.7
Professional and technical	12.3	16.3	2.9	6.5	8.8	12.2
Managers, officials, and proprietors	4.1	3.8	1.1	1.7	1.4	1.8
Clerical workers	39.6	45.1	13.4	34.0	18.9	37.8
Salesworkers	6.2	5.7	2.5	4.3	2.9	2.9
Blue-collar workers	22.5	15.1	72.4	40.6	27.9	15.7
Craftsworkers and supervisors	1.4	1.4	1.9	2.4	1.2	1.5
All others [3]	21.2	13.7	70.5	38.2	26.7	14.2
Service workers	15.3	14.0	7.7	12.9	40.0	29.6
Private household	5.5	2.9	.8	.8	21.2	9.4
Other service workers	9.8	11.1	6.9	12.1	18.8	20.2

[1] Data for Puerto Ricans are for the New York area (New York City, Nassau-Suffolk, Westchester and Rockland Counties). In 1970, 96 percent of the Puerto Ricans in this area lived in the city itself.

[2] Data for 1960 are for black and other races. In 1960, blacks constituted 95.3 percent of the category.

[3] Includes operatives, laborers, and farmworkers. Farm managers and laborers constituted less than 1 percent of the total in both 1960 and 1970.

NOTE: Data for 1960 are for employed persons age 14 and over; 1970 data are for employed persons age 16 and over. The effect of excluding 14- and 15-year-olds in 1970 is minimal, since they were only 0.4 percent of all employed persons. Figures for individual items may not add to totals because of rounding.

U.S. Dept. of Labor

EDUCATION AND ITS EFFECT ON INCOME 1974

Years of School Completed	Median Income Women	Men	Women's Median Income as Percent of Men's
Elementary School	$5,135	$9,406	54.6%
High School	6,623	12,017	55.1
College	9,057	15,503	58.4
Doctorate	16,400	18,700	87.7
Doctorate + 22 years experience	21,800	27,100	80.4

OR—put another way—a male high school graduate earns more than a female college graduate.

Educational Testing Service, 1975

UNION MEMBERSHIP AND CONTROL 1973

Amalgamated Clothing Workers Union: 75% female membership—2 women on governing board of 23

Int'l Ladies Garment Workers Union and Communications Workers of America: Majority of members are women; *no* women sit on national governing boards

New York School of Industrial and Labor Relations

Unions have organized less than 25% of the workers in 5 of the 9 industries in which women constitute more than 40% of total employment (textiles, finance, service, state and local governments)

U.S. Dept. of Labor

1972

46 of thousands of union leadership posts are held by women.

National Project of Ethnic America, A.J.C.

1974

Of the 185 U.S. trade unions, 6 have women in the top elective posts.

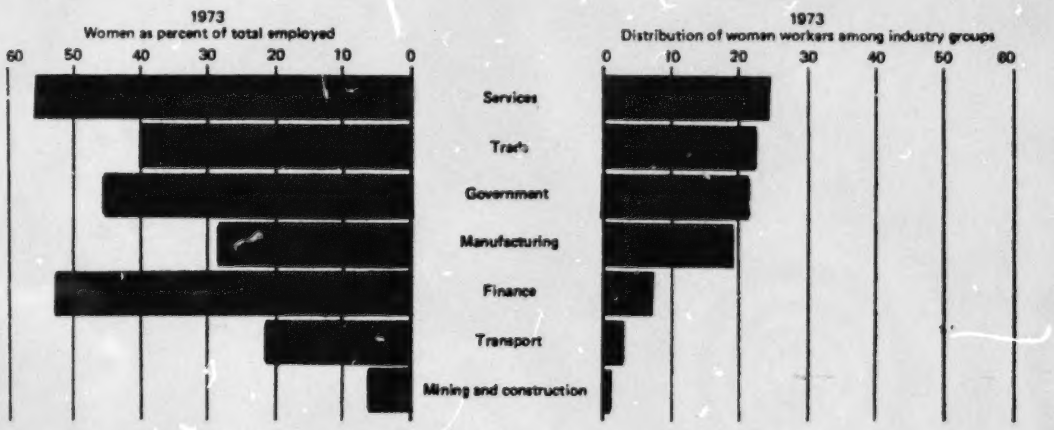
AFL-CIO 25% of the members are women
4.7% of key leadership positions are held by women

Monthly Labor Review Oct/74

WHERE WOMEN ARE EMPLOYED

1973

Women Continue to Find Jobs More Easily in Some Industries Than in Others



U.S. Dept. of Labor

ECONOMY

UNEMPLOYMENT

Unemployment rates are generally higher for women than men. Young women of minority races have the highest unemployment rates:

1974

Unemployed as Percent of Civilian Labor Force, 1974

	Women		Men	
	White	Other	White	Other
16 to 19 years	14.5%	34.6%	13.6%	31.6%
20 to 24 years	8.2	18.0	7.8	15.4
25 and over	4.3	6.3	2.8	5.1

1975

Unemployment rates for people 20 years and over

White	6.5% males	6.8% females
Other	12.1%	12.1%

WHAT IS WOMEN'S WORK

1974

Profession	% Women In Profession	Profession	% Women In Profession
Assemblers	50.1%	Receptionists	97.4%
Bank Tellers	91.5	Sales Clerks	69.4
Bank Officials	21.4	Sales Representatives (Wholesale)	4.8
Clerical Workers	77.6	Secretaries	99.2
Craft Workers	4.5	Sewer Workers	95.8
Engineers	1.3	Social Workers	61.3
Insurance Agents	13.3	Teachers (Pre-school)	97.9
Lawyers	7.0	(Elementary School)	84.3
Librarians	81.7	(Secondary School)	48.3
Nurses (Practical)	86.8	(College, Univ.)	30.9
Nurses (Registered)	98.0	School Administrators	27.8
Physicians	9.0	Telephone Operators	93.8
Private Household Workers	97.8		

Approximately equal proportions of women and men are professional or technical workers, but women are heavily concentrated in the lower paying teaching and nursing fields, while more men are found in such higher paying professions as law, medicine and engineering.

U.S. Dept. of Labor

MEDICINE

% Women in Medical Professions

7.6% of doctors	7.0% of obstetricians
1.0% of surgeons	5.0% of internists
20.0% of pediatricians	98.0% of registered nurses
13.0% of psychiatrists	86.8% of practical nurses

U.S. Dept. of Labor

LIBRARIES

82% of librarians are women, but . . .
19% of deans and directors of library schools are women.
Women librarians with less than 5 years of experience earn 92% of men's salaries. Women librarians with over 20 years of experience earn 70% of men's salaries.

Association of American Colleges and Universities

BANKING

1970

61% of all bank employees are women.
10% of banking's officers are women (usually assistant cashiers).
9 out of 10 women in banking are employed in clerical jobs (compared to 4 out of 10 women in clerical jobs as the average for all industries).

Economic Priorities Report, Sept.Oct/72

A Boston study revealed that 58% of jobs were held by women. 86.2% of these women held clerical positions at a median wage of $4,584 a year. Only 2.4% of the women earned over $10,000, whereas 51% of the men earned over $10,000.

ECONOMY

INSURANCE

Women pay more than men for the same health insurance, despite Labor Dept. statistics which show that both men and women lost an average of 5.1 days of work because of illness.

	5 year	1 year
Accident & Sickness Plan costs for Men	$496.70	$320
Women	762.80	496

Organization for Women Office Workers, Sept/74

SECURITIES
1 9 7 4

89.4% of clerical staffs are female.
7.7% of top positions are held by women.

Organization for Women Office Workers, Sept/74

RETAIL TRADE

80% of sales people are women.
85% of clerical positions are held by women.

Intergrated Education Sept.Oct/75

ENGINEERING
1 9 7 1

Of 100,000 engineers in the U.S., 0.5% were women.

Engineering Foundation Conference, 1971

LAW ENFORCEMENT
1 9 7 4

No women have ever been employed as State Troopers by the Indiana State Police Department of 937 Troopers.

One woman police officer in Oakland Police Department of 708 officers.

74 of 8,245 police officers in Philadelphia are women (0.9%). Of the 19 job classifications for officers, only 4 are open for women.

1 of 360 Des Moines police officers is a woman.

No women in Ames (Iowa) Police Department of 27 officers.
No women in Newton (Iowa) Police Department of 25 officers.

19 women in New Orleans Police Department of 1,139 (1.7%).
22 women in Portland Police Bureau of 730 officers (3%)
10 women in Honolulu Police Department of 1,461 officers (0.7%).

American Civil Liberties Union, Sept/75

1 9 7 3

2% of all police officers are female.

International Association of Chiefs of Police

0.3% of state police officers are female.

Race Relations Information Center

35,796 NATIONAL COMPANIES
1 9 7 4

		Office Mgrs.	Professionals	Office Workers & Clerks	Service Jobs
White	**Men**	82.9%	67.5%	17.6%	32.0%
	Women	12.0	25.3	68.9	36.7
Minority	**Men**	4.0	4.3	2.9	16.1
	Women	1.1	2.9	10.6	15.2

U.S. Equal Economic Opportunity Report

ECONOMY

WOMEN AS PERCENT OF EMPLOYED WORKERS

1 9 7 4

Occupational Participation Rates:

Women as a Percent of the Total Employed Workers

Occupational Group		Occupational Group	
Total employed	38.9	Managers:	18.5
Professional:	40.5	Purchasing agents	17.9
Accountants	23.7		
Lawyers & judges	7.0	Salesworkers:	41.8
Librarians	81.7	Hucksters & peddlers	75.1
Chemists	14.0	Insurance agents	13.3
Personnel & labor rel.	34.9	News vendors	25.3
Pharmacists	16.5	Real estate agents	38.3
Physicians (including osteopaths)	9.8	Craft workers:	4.5
Registered nurses	98.0	Bakers	41.1
Psychologists	41.4	Compositors and typesetters	19.9
Social workers	61.3	Decorators & window dressers	62.4
Teachers, college & university	30.9	Painters, construction & maintenance	2.6
Elem. School teachers	84.8	Operatives:	31.1
Professional:		Checkers, inspectors	50.6
Drafting technicians	7.7	Gas station attendants	5.3
Designers	24.0	Graders and sorters	75.0
Editors & reporters	43.6	Packers and wrappers, except meat	63.1
Painters & sculptors	41.6	Photo process workers	47.0
Public relations	28.8	Weavers	59.5
Clerical workers:	77.6	Welders	5.0
Bank tellers	91.5	Busdrivers	37.4
Bookkeepers	89.2	Delivery workers	4.4
Cashiers	87.7	Taxicab drivers	11.5
Collectors, bill & account	46.0		
Dispatchers, vehicle	24.2	Farmers and farm managers	6.0
Insurance adjusters	45.6	Farmer owner tenants	6.0
Mail carriers	7.5		
Messengers	23.7	Farm laborers & supervisors:	27.4
Payroll timekeepers	77.4	Farm laborers (wage workers)	14.6
Postal clerks	28.0	Farm laborers (unpaid family)	63.6
Secretaries	99.2		
Shipping & receiving clerks	15.9	Service workers except private household:	58.7
Storekeepers & stock clerks	25.2	Bartenders	32.6
Telephone operators	93.8	Cooks	58.8
Ticket & station agents	38.0	Food Counter workers	85.2
Typists	96.2	Waiters	91.8
Office machine operators	71.3	Attendants, recreation	35.9
		Hairdressers	92.4
Laborers, except farm:	8.1	Guards & watchers	6.1
		Nursing aides	86.9

U.S. Dept. of Labor

TRUCK DRIVERS

Truck Drivers (U.S. Census Bureau)

	Men	Women
1960	1,549,713	7,724
1970	1,359,505	20,120

New York Times, Jan. '72

EDUCATION

VOCATIONAL TRAINING

1970

Vocational Training of Persons 18 Years Old and Over

	Total	Business or Office Work	Nursing Or Other Health Field	Engineering Or Science Technician
Total				
Male	63,277,575	2,279,950	408,629	1,897,434
Female	70,035,905	6,205,489	2,692,442	104,660
White				
Male	56,528,005	2,137,471	363,842	1,788,766
Female	62,148,588	5,786,458	2,359,956	94,163
Black				
Male	5,957,663	112,717	36,019	77,543
Female	7,072,461	350,424	293,707	7,827
Persons of Spanish Origin or Descent				
Male	2,431,496	78,786	16,248	48,669
Female	2,634,841	187,357	70,854	4,196

U.S. Dept. of Labor

WHO STARTS COLLEGE

1974

Percent Women of First Year Law Students: 23.7%
Percent Women of First Year Med Students: 22.2%

In the fall of 1974, the percentage of women in the opening enrollment of full-time students in public institutions of higher education were:

Universities	Four-Year Institutions	Two-Year Institutions
40.9%	46.5%	41.3%

Citizens Advisory Council on the Status of Women

WHO IS IN COLLEGE

1973

Males (18 to 24)		Females (18 to 24)	
Black	White	Black	White
19%	29%	14%	21%

WHO COMPLETES COLLEGE

1973

Percent of population over 14 years of age:

2.7% Spanish speaking women
3.3% Black women
6.1% White women
7.7% White men

SPECIAL COLLEGE ENROLLMENTS 1971-1972

	Men	Women
Dentistry	4,932	160
Medicine	11,229	1,696
Optometry	768	26
Osteopathy	655	31
Veterinary	1,278	228
Law	29,262	3,875

COLLEGE DEGREES 1971-1972

	Men	Women
B.A.s	497,200	386,300
M.A.s	148,100	101,980
Ph.D.s	28,060	5,270
Dentistry	3,820	40
Medicine	8,420	830
Law	20,260	1,500

U.S. Dept. of Labor

EDUCATION

ELEMENTARY EDUCATION

Administrators were	27.8% female	In all recent years, male administrators and male teachers averaged higher incomes than females.
Secondary teachers were	48.3% female	
Elementary teachers were	84.3% female	
Pre-school teachers were	97.9% female	

JOB SLOTS AND PAY 1970-1971

Women were:

67% of all public school teachers
21% of all elementary school principals
3% of all high school principals
26% of all school administrators
less than 1% of all superintendents
less than 5% of the chief state school officials

The average wage for men was $9,854.
The average wage for women was $8,953.

Resource Center for Sex Roles in Education

SCHOOLBOARDS

Women constitute less than 13% of officeholders.

Women's National Education Fund

COLLEGES AND UNIVERSITIES 1971-1972

Deans of Men earned $14,421.
Deans of Women earned $12,848.

1 9 7 4

Percent of Women Among Full-Time Faculty

Professors	10.3%
Associate Professors	16.9%
Assistant Professors	27.1%
Instructors	40.6%

National Center for Educational Statistics

FACULTY SALARY 1974-1975

Number and Average Salary of Full-Time Instructional Faculty on 9-10 Month Contracts in Institutions of Higher Education, by Level of Institution, Rank, and Sex: 50 States and District of Columbia

RANK AND SEX	TOTAL		UNIVERSITIES		OTHER 4-YEAR		2-YEAR	
	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY	NO. OF FACULTY	AVERAGE SALARY
TOTAL	252,404	$15,269	90,213	$16,704	108,592	$14,342	53,599	$14,736
MEN	190,708	15,926	73,488	17,421	81,492	14,876	35,728	15,244
WOMEN	61,696	13,243	16,725	13,552	27,100	12,736	17,871	13,724
PROFESSORS	52,510	20,653	26,125	22,514	23,225	18,875	3,160	18,343
MEN	47,087	20,909	24,473	22,674	20,239	19,041	2,375	18,649
WOMEN	5,423	18,433	1,652	20,145	2,986	17,753	785	17,417
ASSOCIATE PROFESSORS	58,323	15,920	24,717	16,623	28,926	15,214	4,680	16,519
MEN	48,456	16,069	21,422	16,746	23,517	15,372	3,517	16,614
WOMEN	9,867	15,185	3,295	15,820	5,409	14,529	1,163	16,435
ASSISTANT PROFESSORS	76,108	13,104	28,864	13,582	40,054	12,658	7,170	13,713
MEN	55,486	13,276	21,958	13,769	28,804	12,825	4,701	13,813
WOMEN	20,622	12,642	6,906	12,989	11,247	12,237	2,469	13,522
INSTRUCTORS	50,280	12,825	8,580	10,737	14,130	10,404	27,570	14,716
MEN	29,838	13,520	4,410	10,976	7,481	10,624	17,947	15,354
WOMEN	20,442	11,812	4,170	10,486	6,649	10,157	9,623	13,529
LECTURERS	2,598	11,980	1,564	12,343	650	11,455	184	10,749
MEN	1,444	12,713	998	12,919	359	12,375	87	11,753
WOMEN	954	10,869	566	11,327	291	10,320	97	9,847
UNDESIGNATED RANK	12,805	13,308	363	12,337	1,607	10,936	10,835	13,693
MEN	8,417	13,738	227	13,463	1,089	11,170	7,101	14,142
WOMEN	4,388	12,483	136	10,457	518	10,445	3,734	12,841

National Center for Education Statistics

EDUCATION

LOSING GROUND 1975

Women on faculties of colleges and universities lost ground compared to 1974. They held less positions, increased their salaries less than males (5.8% to 6.3%) and remained at lower wage scales.

New York Times, Feb. 9, '76

Ph.D.'s AND JOBS 1975

Of almost 207,500 science and engineering PhD's in the U.S. labor force, 93.4% are white and 92.1% are male.

Women earned 32% of the master's degrees and 16% of the doctorates in math in 1973, but only 4.7% of full time math scientists at 20 leading universities were women. In biology, women earned 30% of master's and 21.5% of doctorates in 1973, but only 12% of employed PhD's were women.

Scientific Manpower Commission, 1976

In social sciences the unemployment rate for women was 4 times higher than for men with similar training. Women PhD's were unemployed between 2 and 4 times as often as men PhDs.

Scientific Manpower Commission, '76

The freshperson class contained 16.9 percent of women who planned "traditionally masculine" careers, the highest such figure in ten years. 16.6 percent of women planned to seek a doctorate or similar advanced degree, also the highest number in many years.

New York Times, Jan. 11, '76

NEW MEXICO

There are 85 male and no female school superintendents in New Mexico.
There are 160 male secondary principals and 4 female.
Ten times as many men as women are school personnel directors.

NEW YORK CITY

The number of women elementary and secondary principals declined by more than 50% in seventeen years.

Integrated Education, Jan./Feb. '76

SPORTS

BOYS vs. GIRLS

New Jersey is the only state that has ruled that Little League cannot discriminate on the basis of sex.

A survey of 50 school districts in 17 counties showed that the average sports department had 2 times as many activities for boys as for girls.

Women's Equity Action League

At major state universities, 1300 times more was spent for men's sports than women's. In one case, 9/10 of 1% of a $2 million athletic budget was spent on women's sports facilities. In another case, $2,600,000 was spent on men's facilities and nothing on women.

Project on the Status and Education of Women, 1974

United Way Unified Charity gives boys' organizations $4 for every $1 that goes to girls' organizations.

New York Times, 12/3/75

GOVERNMENT

WHITE HOUSE CABINET-1975

There has never been a woman President or Vice President.

There is only one woman in the President's Cabinet.

FEDERAL COURTS 1975

No woman has ever been appointed to the U.S. Supreme Court. Of 675 Federal judgeships, only 8 are filled by women.

CAPITOL HILL 1975

There are 19 women Representatives, and no women Senators. The peak year was 1962 when 20 women served, constituting 5% of the membership.

National Women's Education Fund

WOMEN AS U.S. GOVERNMENT EMPLOYEES

1972

30 out of the 100 Senators' offices don't employ any women earning more than $18,000.

Median salary in Senate offices:	**Men**	**Women**
	$17,670	$10,260
Of those earning above $18,000:	28,091	22,627
For press secretaries (job of most high earning women):	26,600	16,875

2/3 of 3,000 full-time employees in Senators' offices are women. Male employees have top jobs and are better paid.

New York Times, 6/17/75

Women hold roughly 4% to 7% of all public offices in the U.S. Yet women constitute 53% of the voting population and 40% of the labor force in the U.S.

National Women's Education Fund

43% of 13.7 million government employees on all levels are women.

4.5% of the approximately 100,000 government jobs paying $20,000 and higher are filled by women. In 1968, women comprised 3.7% of those positions. At that rate of increase, it will be the year 2125 before women fill 25% of the management bracket jobs in the U.S. government.

National Women's Education Fund

STATE LEVELS 1975

One woman served as a State's Governor, and three women as Lieutenant Governors.

In statewide elective and cabinet offices, women hold approximately 10% of the positions.

Total Number of State Legislators	7,561
Total Number of Women in State Legislatures	610
Percent of Women in State Legislatures	8.06%

Top five state legislatures by % of women:

New Hampshire	24.5%
Arizona	20.0
Delaware	16.1
Colorado	16.0
Alaska	15.0

Bottom five state legislatures by % of women:

Alabama	.7%
Louisiana	1.4
Nebraska	2.0
Arkansas	2.2
California	2.5

Eight states have no women in the State Senate; 18 states have only one woman in the State Senate.

National Women's Education Fund

COUNTY AND CITY GOVERNMENT 1975

On county commissions, less than 3% of the positions are held by women.

Among mayors and councilors in municipalities and townships, approximately 4% are women (there are 104 women mayors, mostly in smaller cities).

New York Times

GOVERNMENT

MINORITY WOMEN AMONG WOMEN IN GOVERNMENT 1975

	# of women in U.S. House	Percent in State Executives	Percent in State Senate	Percent in State Houses
Black	4	6%	5%	8%
White	14	90%	90%	90%
Other	1	4%	5%	2%
Totals	19	53%	76%	36%

Center for the American Woman and Politics

MEDIA

NEWSPAPERS

At the *Washington Post*:	Men	Women
Managing Editors	10	0
News Desk Editors	9	0
Finance and Other Special Sections	9	0
Metropolitan, National & Foreign Desk Editors	50	3
Style Section, Fashion	7	1

Media Report to Women, 1972/73

BROADCASTING

In the Corporation for Public Broadcasting, there is one woman among the 12 members. (A Resolution of the CPB read that there was "serious under-utilization of women in upper level decision-making positions in public broadcasting and an over-representation of women in lower levels of employment.")

JET, 1/15/76

On the Board of Governors of the Public Broadcasting Service, there are 6 women among the 50 members.

Federal Communications Commission: 1 woman out of 6 members
Federal Trade Commission: 1 woman out of 5 members
There are no women in top management positions of any of the above organizations.

Citizens Advisory Council on the Status of Women, 1975

FILMS

Membership in:	Number of Women	Number of Men
Producers' Guild	8	3,060
Directors' Guild	23	2,343
Writers' Guild	148	2,828

Media Report to Women, 1974

TELEVISION

A survey by the Screen Actors Guild found, after monitoring a month of prime-time programming on 3 stations in Los Angeles, that 71.8% of television roles were for men and 28.2% for women. In commercials there was a two-to-one preponderance of men.

Citizens Advisory Council on the Status of Women, May/1975

TELEVISION

Officers and managers:	Women	Men
133 non-commercial stations	164	731
613 commercial stations	892	5,366

Media Report to Women, 1975

PUBLISHING

88.5% of all publishing firms have 0% to 30% women employed in upper management positions.

Women's National Book Association Report

HOUSING

PERSONS IN FAMILIES BY LOW-INCOME STATUS

LOW-INCOME AREA RESIDENCE 1972

	Male Head	Female Head	Male Head	Female Head	Male Head	Female Head
All persons in families (in thousands)	167,928	21,264	151,890	23,739	13,991	7,1[illegible]5
In families in low-income areas	30,681	7,474	23,057	2,764	7,444	4,597
% in families in low-income areas	17.8%	32.2%	15.2%	20.4%	51%	64.8%
In low-income families in low-income area	5,536	4,099	3,509	1,152	1,903	2,892
% in low-income families in low-income areas	17.9%	49.1%	54.8%	41.[illegible]%	25.6%	62.9%
% of all persons in families who are in low-income families in low-income areas	3.3%	19.2%	2.3%	8.4%	13.6%	40.6%

U.S. Dept. of Commerce

UNRELATED INDIVIDUALS BY LOW-INCOME STATUS

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	Male	Female	Male	Female	Male	Female
All unrelated individuals (in thousands)	6,673	10,139	5,485	9,010	1,005	1,023
In low-income areas	1,727	2,342	1,041	1,694	659	622
% in low-income areas	25.8%	23%	19.2%	18.8%	65.6%	60.8%
Low-income individuals in low-income areas	570	1,138	302	754	264	379
% low-income individuals in low-income areas	33%	48.6%	29%	44.5%	40.1[illegible]	60.9%
% of all unrelated individuals who are low-income and in low-income areas	8.5%	11.2%	5.5%	8.4%	26.3%	37%

U.S. Dept. of Commerce

CHECK OUT YOUR OWN FIRM, SCHOOL OR OFFICE FOR INSTITUTIONAL SEXISM

	Percent White Male	Percent White Female	Percent Minority Male	Percent Minority Female
How many employees are:				
How many secretaries are:				
How many administrators are:				
How many forepersons are:				
How many cleaning people are:				
Who makes policy decisions?				
Who does hiring and firing?				
Who decides on promotions?				
Who earns *top* wages?				
Who earns next high wages?				
Who earns median wages?				
Who earns near low wages?				
Who earns *lowest* wages?				

USE THIS SPACE TO LIST NEW ITEMS DEMONSTRATING INSTITUTIONAL SEXISM

For a free catalog listing many student and teacher materials for women's study classes and for human relations training, write to: The Racism/Sexism Resource Center, Rm 300, 1841 Broadway, New York, N.Y. 10023

(Please send our Center new statistics, with sources, for our next editions of Fact Sheets.)